

# Living and working in Mauritania

## Target audience

Employees preparing for an assignment in Mauritania and their partners

## Prerequisite

No prerequisite

## Objectives

This seminar aims at significantly improving the ability of the participants to **meet the challenges of living and working abroad**. The objective is to enable them to identify the stumbling blocks that lie ahead and to be able to adapt and integrate in Mauritania. At the end of this training, participants will acquire the necessary skills to:

- Be aware of their own cultural baggage
- Understand Mauritanian context and culture
- Analyze situations in which misunderstandings may arise and identify ways of communicating more effectively
- Reduce and manage the symptoms of culture shock
- Understand Mauritanian mindset, work practices, decision-making processes and negotiating styles
- Strike the right balance between personal et professional lives

## Added value

- Conducted by an intercultural expert consultant
- Decoding the Nomad' Profiler
- Alternating theory and practical exercises
- Access to Digital Learning for 1 year
- Sharing best practices and personalized action plan

## Accessibility

All our training courses are accessible to people with disabilities. Each training project will be the subject of a case study by our teams, in order to adapt the training program.

## Corporate Training Solutions

Duration: to define.

You wish to organise a specific training course ?

Contact us !

## PROGRAMME OUTLINE

### MODULE 1 : SUCCESSFUL PERSONAL INTEGRATION IN MAURITANIA

#### 1. Cross-cultural awareness : the key to a successful expatriation

- Taking stock of one's own cultural baggage
- Culture shock and the integration process
- Identifying and going beyond cultural stereotypes

#### 2. Key aspects of Mauritanian culture

- A country of the Maghreb region, an Islamic civilization, the impact of colonization
- A multifaceted society: black Africans, Moors and Tuaregs
- An outstanding cultural heritage
- A country experiencing major difficulties despite its massive resources
- The challenges of development and the fight against poverty

#### 3. Mauritanian values and behaviour patterns

- The values of Sunni Islam and the sharia system
- The influence of primitive beliefs
- The family and the community: cornerstones of society
- Ethnic origin, tribes and castes: community influences
- A reverence for religion and spiritual guides
- Meals and tea: a sign of integration
- Respect for age and status
- Women in Mauritania: wives, mothers and men's "other halves".
- Attitudes to risk and uncertainty

#### 4. Practical day-to-day information

- Focus on the host town
- Transport, administration, housing, security, hygiene and healthcare
- Social life, leisure activities, schools, extracurricular activities, sport
- Chinguetti: one of Islam's Holy Cities

### MODULE 2 : SUCCESSFUL PROFESSIONAL INTEGRATION IN MAURITANIA

#### 1. The Mauritanian corporate world

- Sunni Islam and the business world
- Hierarchical and collective decision making
- The influence of the state, of the army and of foreign investment
- Market, employment and turnover

#### 2. Effective communication with the Mauritanians

- Paying care and attention to protocol and greetings
- Hassaniya Arabic, dialects and the French language
- Understanding spoken language
- Successfully joining networks

#### 3. Working with Mauritanian teams

- Effective management: giving, listening and observing
- Operational skills: patience, respect and empathy
- Building trust and confidence
- Motivating, delegating, providing feedback, boosting self-esteem and handling conflicts

#### 4. Successful meetings and negotiations with the Mauritanians

- The preparation phase
- Identifying decision makers and showing respect for rank
- Time and deadline management
- Written contracts, their interpretation and implications

#### 5. Final handy tips

- Caution, patience and humility
- Social standards, gifts, business cards, dress code
- Sensitive subjects: politics, history, religion
- Humour: a double-edged sword